



## Minnesota's Diversifying Workforce

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Quarterly Workforce Indicators (QWI)*

# WHAT IS DEED?

- The Minnesota Department of Employment and Economic Development is the state's principal economic development agency. DEED programs promote business recruitment, expansion and retention; international trade; workforce development; and community development.



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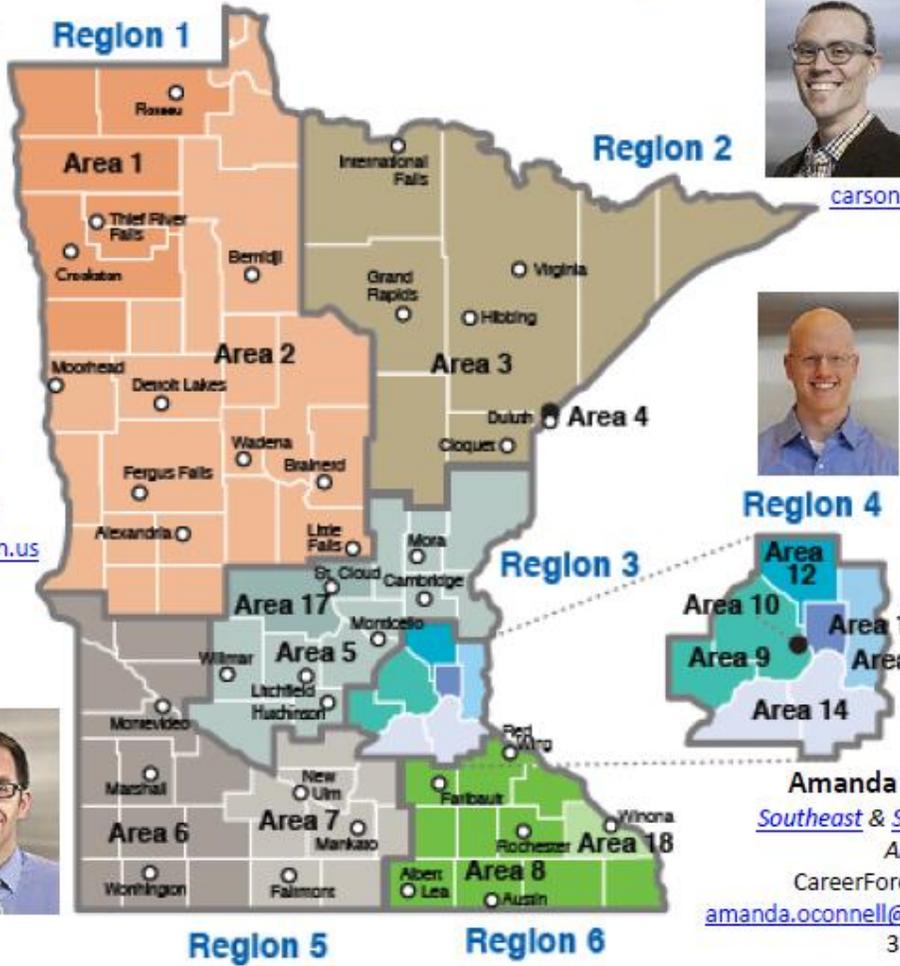
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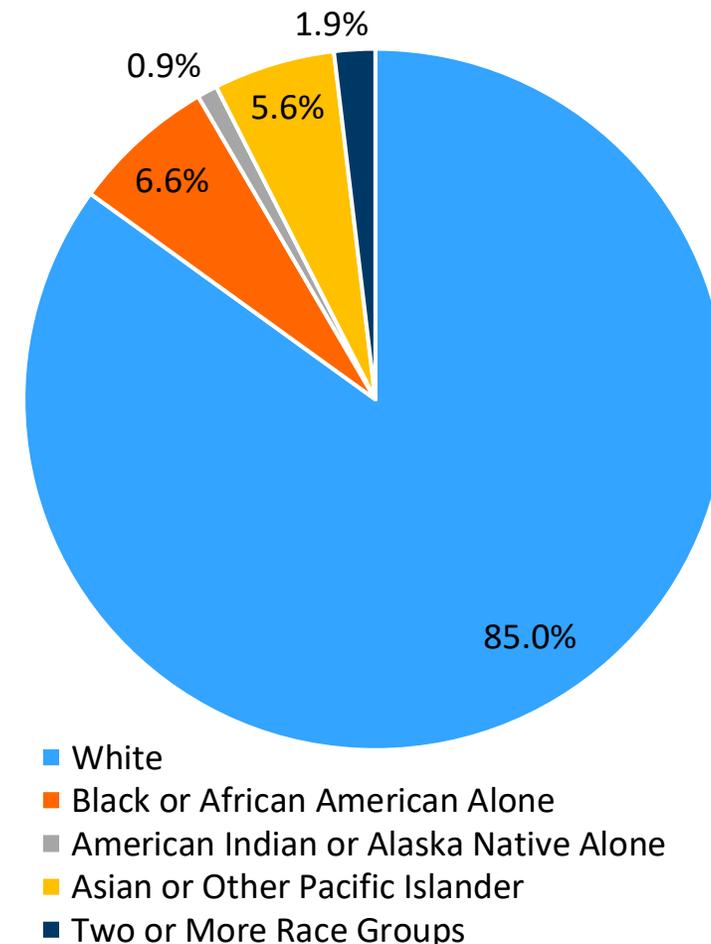


- Study utilizes annual data from the U.S. Census Bureau's Quarterly Workforce Indicators – QWI Explorer
  - <https://qwiexplorer.ces.census.gov/#x=0&g=0>
- Multiple inputs, including Unemployment Insurance (UI) earnings data, Quarterly Census of Employment and Wages (QCEW), Business Dynamics Statistics, American Community Survey (ACS), Social Security administrative records, etc.
- Local labor market data by industry and worker demographics (age, race and ethnicity, gender, educational attainment)
- Study focused on trends between 2010 and 2020, using beginning-of-quarter employment counts

# Minnesota's workforce by race and ethnicity

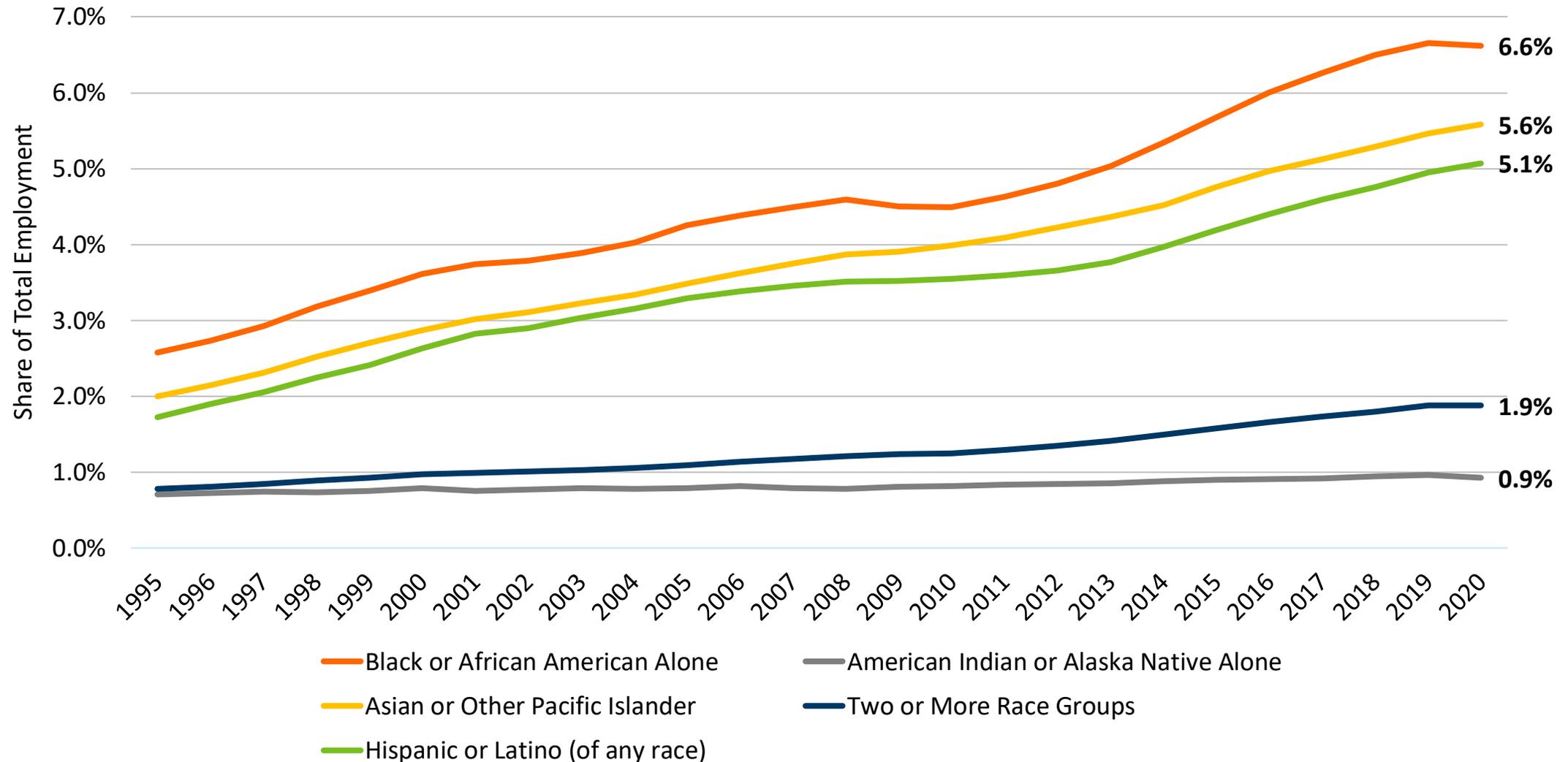
- Altogether, those persons reporting as a race other than white held 15.0% of Minnesota's total jobs in 2020, equivalent to approximately 409,600 jobs.
- Additionally, those persons reporting Hispanic or Latino origins (of any race) held 5.1% of Minnesota's jobs in 2020, equivalent to approximately 138,400 jobs.

Minnesota's Employment by Race, 2020



# Minnesota's workforce by race and ethnicity

Share of Minnesota Employment by Race and Ethnicity, 1995-2020



# Minnesota's workforce by race and ethnicity

Minnesota Employment by Race and Ethnicity, 2010 – 2020

Population	2020 Employment		2010 Employment		2010 – 2020 Employment Change	
	Jobs	Share	Jobs	Share	Numeric	Percent
<b>Total, All</b>	<b>2,726,754</b>	<b>100.0%</b>	<b>2,529,963</b>	<b>100.0%</b>	<b>+196,791</b>	<b>+7.8%</b>
White	2,317,184	85.0%	2,263,153	89.5%	+54,031	+2.4%
Black or African American	180,601	6.6%	113,594	4.5%	+67,007	+59.0%
American Indian or Alaska Native	25,344	0.9%	20,629	0.8%	+4,715	+22.9%
Asian or Other Pacific Islander	152,275	5.6%	100,965	4.0%	+51,310	+50.8%
Two or More Race Groups	51,350	1.9%	31,621	1.2%	+19,729	+62.4%
Hispanic or Latino (of any race)	138,359	5.1%	89,827	3.6%	+48,532	+54.0%

# How Minnesota compares

- How does Minnesota's diversifying workforce trends compare with other states in the nation?
  - At 15.0%, Minnesota's share of jobs held by non-white workers placed it 30<sup>th</sup> in the nation
  - When analyzing private sector employment, Minnesota's share of jobs held by non-white workers (15.5%) was 8.1 percentage points below the national average (23.6%)
  - At 5.1%, Minnesota's share of jobs held by Hispanic or Latino workers placed it 33<sup>rd</sup> in the nation
  - When analyzing private sector employment, Minnesota's share of jobs held by Hispanic or Latino workers (5.4%) was 11.2 percentage points below the national average (16.6%)

# How Minnesota compares

- While Minnesota does not place near the top of the nation's states with the most diverse workforces, its large numeric and rapid percentage growth of racially and ethnically diverse workers is significant.
  - 53.5% increase in jobs held by non-white workers between 2010 and 2020 placed it 7<sup>th</sup> in the nation for such growth
  - Most rapid growth when compared with states with similar employment levels
  - Largest numeric growth in jobs held by non-white workers led by California, Texas, Illinois, Florida, Georgia, and New York
  - Minnesota, adding 142,800 jobs held by non-white workers, only surpassed by Arizona and Tennessee for similarly-sized states

## Employment Statistics by State, 2010 – 2020

Sorted by 2020 Total Jobs

State	2020 Employment Data			2010 – 2020 Percent Employment Change		
	Total Jobs	Race other than white Share of Jobs	Hispanic or Latino (of any race) Share of Jobs	Total Jobs	Race other than white	Hispanic or Latino (of any race)
California	16,319,478	29.3%	35.2%	+15.7%	+25.2%	+30.6%
Texas	11,964,939	23.0%	33.7%	+20.4%	+40.1%	+31.3%
New York	8,724,116	29.1%	15.9%	+4.9%	+17.8%	+20.5%
Florida	8,420,962	24.2%	24.5%	+21.8%	+38.1%	+41.4%
Illinois	5,536,816	21.6%	15.4%	+2.0%	+143.8%	+31.4%
Pennsylvania	5,472,298	17.2%	6.6%	+2.4%	+32.4%	+64.4%
Ohio	5,098,897	16.7%	3.7%	+6.2%	+34.4%	+57.9%
North Carolina	4,294,950	29.5%	7.2%	+15.9%	+30.3%	+55.3%
Georgia	4,230,860	39.6%	7.8%	+16.7%	+31.0%	+50.2%
Michigan	4,002,437	19.0%	4.9%	+7.1%	+30.0%	+47.1%
New Jersey	3,748,020	27.9%	17.6%	+2.3%	+16.1%	+21.3%
Virginia	3,584,398	31.5%	8.2%	+7.1%	+19.0%	+34.3%
Massachusetts	3,352,030	19.1%	10.8%	N/A	N/A	N/A
Washington	3,214,539	22.0%	11.8%	+17.8%	+50.7%	+59.7%
Indiana	2,924,895	14.4%	6.5%	+9.3%	+42.7%	+61.3%
Tennessee	2,894,097	22.1%	4.7%	+15.9%	+28.8%	+72.8%
Arizona	2,782,070	17.5%	30.0%	+21.8%	+51.2%	+42.4%
Wisconsin	2,749,571	12.0%	6.4%	+5.5%	+42.6%	+59.7%
<b>Minnesota</b>	<b>2,726,754</b>	<b>15.0%</b>	<b>5.1%</b>	<b>+7.8%</b>	<b>+53.5%</b>	<b>+54.0%</b>
Missouri	2,638,336	16.7%	4.2%	+4.8%	+25.6%	+41.1%
Colorado	2,545,291	12.9%	19.2%	+22.2%	+49.0%	+46.4%
Maryland	2,386,343	37.3%	8.3%	+3.0%	+14.0%	+31.3%
South Carolina	2,018,703	32.2%	4.9%	+17.3%	+24.8%	+65.5%
Alabama	1,859,718	30.6%	4.1%	+6.4%	+14.2%	+38.2%
Oregon	1,836,127	13.5%	12.7%	+17.4%	+50.7%	+69.7%

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Oregon	1,836,127	13.5%	12.7%	+17.4%	+50.7%	+69.7%
Kentucky	1,805,286	13.3%	3.7%	+8.3%	+37.7%	+73.8%
Louisiana	1,755,140	35.2%	4.7%	-0.7%	+6.0%	+25.5%
Connecticut	1,531,972	20.9%	14.4%	-2.4%	+20.0%	+31.4%
Oklahoma	1,515,907	24.5%	9.8%	+6.3%	+20.6%	+47.3%
Iowa	1,486,092	8.8%	6.2%	+4.9%	+65.5%	+55.5%
Utah	1,476,747	9.8%	13.4%	+32.4%	+67.4%	+71.6%
Kansas	1,327,772	13.7%	10.8%	+4.4%	+26.9%	+41.2%
Nevada	1,284,722	26.5%	26.8%	+17.7%	+38.9%	+41.9%
Nebraska	938,338	10.9%	10.2%	+7.0%	+45.6%	+50.5%
New Mexico	763,764	17.6%	47.1%	+2.6%	+17.3%	+11.4%
Idaho	739,711	7.4%	12.6%	+25.1%	+64.3%	+67.1%
West Virginia	630,718	6.3%	1.7%	-6.1%	+19.9%	+53.1%
New Hampshire	626,577	6.8%	4.2%	+4.9%	+49.2%	+65.2%
Maine	576,087	5.7%	1.9%	+2.0%	+63.2%	+62.4%
Hawaii	476,747	75.1%	9.8%	-1.6%	-4.0%	+16.2%
Montana	447,399	8.5%	4.2%	+10.3%	+33.3%	+59.8%
Rhode Island	439,715	14.3%	11.9%	+0.8%	+29.9%	+47.4%
Delaware	426,861	29.9%	8.2%	+7.6%	+29.7%	+44.8%
South Dakota	406,708	10.7%	4.6%	+8.0%	+44.5%	+84.2%
North Dakota	393,285	10.8%	4.6%	+13.2%	+84.5%	+140.8%
Vermont	278,426	5.1%	2.0%	-3.6%	+38.4%	+45.2%
Wyoming	255,381	6.7%	9.7%	-3.6%	+21.6%	+19.6%

Source: Quarterly Workforce Indicators

Note, state data is absent for Alaska, Arkansas, and Mississippi

# Minnesota Industry Employment by Share of Workers not Reporting as White, 2010-2020

2010 2020

